

# CONFIDENTIAL

31 MAY 1961

MEMORANDUM FOR: Legislative Counsel

THROUGH : Deputy Director (Support) 1 JUN 1961

SUBJECT : Retroactive Pay Increase for Agency Printing Trades Employees

REFERENCES : (a) Memorandum for General Counsel from Director of Personnel, dated 19 April 1961, Subject: Retroactive Pay Increase for GP Employees of the Agency

(b) Memorandum from Legislative Counsel to Director of Personnel, dated 12 May 1961, Subject: Retroactive Pay Increase - Legislation for Government Printing Office Employees

1. On 1 May 1961, H.R. 6730, "A Bill To revise the effective dates of certain increases in compensation granted to employees of the Government Printing Office, and for other purposes" was introduced by Representative Joel T. Broyhill (R., Va.) and referred to the Committee on House Administration. This Bill superseded H.R. 919 previously introduced by Representative Broyhill and is identical in substance with H.R. 2541, H.R. 4451, and H.R. 777, excepting the inclusion of a section 3 which states "The effective dates of wage adjustments resulting from the first section of this Act may be approved by the Secretary of the Treasury as effective dates for wage adjustments granted to employees of the Bureau of Engraving and Printing whose wage rates are kept aligned with wage rates of Government Printing Office employees who perform work of the same or similar crafts and trades. Wage adjustments granted by the Secretary of the Treasury under this authority will be subject to the provisions of section 2 of this Act." This section was added to H.R. 6730 by the Department of the Treasury in order to provide equitable treatment for its Bureau of Engraving and Printing employees in the matter of retroactive pay increases. Referenced memorandum (a) recommended that necessary action be taken to ensure that any legislation passed with a retroactive pay increase clause specifically apply to Agency employees as well as to Government Printing Office and Bureau of Engraving and Printing employees.

2. During the negotiations of the Agency with the Public Printer and the Joint Committee on Printing for the transfer of the Government Printing Office State Service Printing Plant to Agency operating control on 1 January 1957, one of the conditions of the transfer was that the Agency pay all of the printing trades employees who transferred to the Agency at the same wage rates they were receiving at the time of the transfer from the Government Printing Office. Both

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**SUBJECT: Retroactive Pay Increase for Agency Printing Trades Employees**

the Office of Personnel and the Office of Logistics agreed to the principle that the Agency would continue to follow, to the extent practicable, the pay rates and practices of the Government Printing Office after the transfer of the printing plant to its jurisdiction and control. The Government Printing Office endorsed this agreement as essential to assure equity in compensation among printing trades personnel. For several years, the Agency has been establishing and applying wage administration practices for Agency printing trades employees as nearly identical as possible to those prevailing in those Federal organizations employing the predominant number of craftsmen. It has been the policy of the Agency to compensate printing trades employees performing work closely similar to that performed by the Government Printing Office and the Bureau of Engraving and Printing at wage rates identical to those in effect in these agencies.

3. Fifty (50) GP employees would be denied retroactive pay increases for the period 2 August 1950 through 30 April 1961 if H.R. 6730 is passed as presently written. Thirty-five (35) of these printing employees were transferred 1 January 1957 to the Agency from the Government Printing Office with verbal assurances that all GPO employee benefits and privileges would prevail, to the extent practicable, in this Agency.

4. In line with established policy on wage rates and administration for GP-type employees, the Agency's printing trades employees should be afforded the same consideration for any retroactive pay increase benefits as have been given to the Government Printing Office and the 178 Bureau of Engraving and Printing employees engaged in the same or similar crafts and trades by being specifically included in any pending or proposed legislation.

/s/ Emmett D. Echols

Emmett D. Echols  
Director of Personnel

**Distribution:**

O&L - Addressee  
1 - DD/S (w/cpy of Ref. (b))  
1 - D/Pers  
2 - OP/SWD  
1 - OP/RU *w/b*

OP/SWD/[ ]:ad  
Retyped: OD/Pers:imp (29 May 61)

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Approved For Release 2002/05/07 : CIA-RDP83-01004R000100250006-1

MEMORANDUM FOR: General Counsel

SUBJECT : Retroactive Pay Increase for Agency Printing Trades Employees

REFERENCES : (a) Memorandum for General Counsel from Director of Personnel dated 19 April 1961. Subject: Retroactive Pay Increase for GP Employees of the Agency

(b) Memorandum from Legislative Counsel to Director of Personnel dated 12 May 1961. Subject: Retroactive Pay Increase - Legislation for Government Printing Office Employees

*Retyped*

1. On 1 May 1961, H.R. 6730, "A Bill To revise the effective dates of certain increases in compensation granted to employees of the Government Printing Office, and for other purposes" was introduced by Representative Joel T. Broyhill (R., Va.) and referred to the Committee on House Administration. This Bill superseded H.R. 919 previously introduced by Representative Broyhill and is identical in substance with H.R. 2541, H.R. 4451, and S. 737, excepting the inclusion of a section 3 which states "The effective dates of wage adjustments resulting from the first section of this Act may be approved by the Secretary of the Treasury as effective dates for wage adjustments granted to employees of the Bureau of Engraving and Printing whose wage rates are kept aligned with wage rates of Government Printing Office employees who perform work of the same or similar crafts and trades. Wage adjustments granted by the Secretary of the Treasury under this authority will be subject to the provisions of section 2 of this Act." This section was added to H.R. 6730 by the Department of the Treasury in order to provide equitable treatment for its Bureau of Engraving and Printing employees in the matter of retroactive pay increases. Referenced memorandum (a) recommended that necessary action be taken to ensure that any legislation passed with a retroactive pay increase clause specifically apply to Agency employees as well as to Government Printing Office and Bureau of Engraving and Printing employees.

2. During the negotiations of the Agency with the Public Printer and the Joint Committee on Printing for the transfer of the Government Printing Office-State Service Printing Plant to Agency operating control on 1 January 1967, one of the conditions of the transfer was that the Agency pay all of the printing trades employees who transferred to the Agency at the same wage rates they were receiving at the time of the transfer from the Government Printing Office. Both the Office of Personnel and the Office of Logistics agreed to the principle that the Agency would continue to follow, to the extent practicable, the pay rates and practices of the Government Printing Office after the transfer of the printing plant to its jurisdiction and control. The Government Printing Office endorsed this agreement as essential to assure equity in compensation among printing trades personnel. For several years, the Agency has been establishing and applying wage

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administration practices for Agency printing trades employees as nearly identical as possible to those prevailing in those Federal organizations employing the predominant number of craftsmen. It has been the policy of the Agency to compensate printing trades employees performing work closely similar to that performed by the Government Printing Office and the Bureau of Engraving and Printing at wage rates identical to those in effect in those agencies.

3. Fifty (50) GP employees would be denied retroactive pay increases for the period 2 August 1960 through 30 April 1961 if H.R. 6730 is passed as presently written. Thirty-five (35) of these printing employees were transferred 1 January 1957 to the Agency from the Government Printing Office with verbal assurances that all GPO employee benefits and privileges would prevail, to the extent practicable, in this Agency.

4. In line with established policy on wage rates and administration for GP-type employees, the Agency's printing trades employees should be afforded the same consideration for any retroactive pay increase benefits as have been given to the Government Printing Office and the 178 Bureau of Engraving and Printing employees engaged in the same or similar crafts and trades by being specifically included in any pending or proposed legislation.

**Emmett D. Echols**  
Director of Personnel

*Retyped*

Distribution:

- 0&1 - Addressee
- 1 - DD/S
- 1 - D/Pers
- 2 - OP/SWD
- 1 - OP/RU (w/h)

OP:SWD: :ad (19 May '61)

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87<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 6730

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## IN THE HOUSE OF REPRESENTATIVES

MAY 1, 1961

Mr. BROYSHILL introduced the following bill; which was referred to the Committee on House Administration

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## A BILL

To revise the effective dates of certain increases in compensation granted to employees of the Government Printing Office, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*  
3       That the Act entitled "An Act to regulate and fix rates of  
4       pay for employees and officers of the Government Printing  
5       Office", approved June 7, 1924 (43 Stat. 658; Public Num-  
6       bered 276, Sixty-eighth Congress; 44 U.S.C. 40); is  
7       amended by adding at the end thereof the following new  
8       section:

9       "SEC. 3. Each change in wages, salaries, and compen-  
10      sation in each case in which an appeal is filed with the Joint

1 Committee on Printing under authority of the first section  
2 of this Act shall become effective, as follows:

3 “(1) Each increase in wages, salaries, and compen-  
4 sation offered by the Public Printer to the committee  
5 employees concerned shall become effective as of the  
6 date on which the appeal is filed with the Joint Com-  
7 mittee on Printing and shall continue in effect until the  
8 date of a further change, as specified in paragraph (2)  
9 of this section, in such wages, salaries, and compensa-  
10 tion by decision of the Joint Committee on Printing  
11 on such appeal or until the date of any further change  
12 therein in accordance with law; and

13 “(2) Each change in wages, salaries, and compen-  
14 sation determined by the Joint Committee on Printing  
15 on such appeal shall become effective as of the date of  
16 such determination by the joint committee and shall  
17 continue in effect until the date of any further change  
18 in accordance with law.”

19 SEC. 2. (a) Retroactive wages, salaries, and compensa-  
20 tion shall be paid, by reason of the enactment of this Act,  
21 only in the case of an individual in the service of the United  
22 States (including service in the Armed Forces of the United  
23 States) or the municipal government of the District of Co-  
24 lumbia on the date of enactment of this Act for services  
25 rendered during the period beginning on the effective date

1 prescribed in paragraph (1) of section 3 of the Act of  
2 June 7, 1924, as added by the first section of this Act, and  
3 ending immediately prior to the date of enactment of this  
4 Act, except that such retroactive wages, salaries, and com-  
5 pensation shall be payable—

6 (1) to an employee who retired during such pe-  
7 riod, for services rendered during such period, and

8 (2) in accordance with the provisions of the Act  
9 of August 3, 1950 (Public Law 636, Eighty-first Con-  
10 gress), as amended (5 U.S.C. 61f-61k), for services  
11 rendered during such period by an employee who dies  
12 during such period.

13 (b) Such retroactive wages, salaries, and compensation  
14 shall not be considered as basic salary for the purposes of the  
15 Civil Service Retirement Act (5 U.S.C. 2251-2267) in  
16 the case of any such retired or deceased employee.

17 (c) For the purposes of this section, service in the  
18 Armed Forces of the United States, in the case of an indi-  
19 vidual relieved from training and service in the Armed  
20 Forces of the United States or discharged from hospitali-  
21 zation following such training and service, shall include  
22 the period provided by law for the mandatory restoration  
23 of such individual to a position in or under the Federal  
24 Government or the municipal government of the District of  
25 Columbia.

1 (d) For the purpose of determining the amount of in-  
2 surance for which an individual is eligible under the Fed-  
3 eral Employees' Group Life Insurance Act of 1954 (5  
4 U.S.C. 2091-2103), each change in wages, salaries, and  
5 compensation covering any period described in section 3  
6 of the Act of June 7, 1924, as added by the first section  
7 of this Act, shall be held and considered to be effective as  
8 of the date of enactment of this Act.

9 (e) The foregoing provisions of this Act, and of the  
10 amendment made by this Act, shall apply, to the extent  
11 applicable, with respect to each case in which an appeal is  
12 filed with the Joint Committee on Printing on or after  
13 July 1, 1960.

14 SEC. 3. The effective dates of wage adjustments re-  
15 sulting from the first section of this Act may be approved  
16 by the Secretary of the Treasury as effective dates for wage  
17 adjustments granted to employees of the Bureau of En-  
18 graving and Printing whose wage rates are kept alined with  
19 wage rates of Government Printing Office employees who  
20 perform work of the same or similar crafts and trades.  
21 Wage adjustments granted by the Secretary of the Treasury  
22 under this authority will be subject to the provisions of sec-  
23 tion 2 of this Act.



87TH CONGRESS  
1ST SESSION

**H. R. 6730**

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**A BILL**

To revise the effective dates of certain increases in compensation granted to employees of the Government Printing Office, and for other purposes.

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By Mr. BROYHILL

MAY 1, 1961

Referred to the Committee on House Administration

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OGC 61-0661(a)

12 MAY 1961

MEMORANDUM FOR: Director of Personnel

ATTENTION:

SUBJECT: Retroactive Pay Increase - Legislation for  
Government Printing Office Employees

1. By your memorandum of 19 April 1961, which was concurred in by the Deputy Director (Support), you recommended that this Office take necessary action to ensure that legislation pending before Congress concerning retroactive pay increase authority for the Public Printer be extended to this Agency. We have checked informally with the Committee on House Administration and are advised that the proposed bills covering retroactive pay increases have not been scheduled for action by the Committee.

2. H.R. 2541, "A Bill To revise the effective dates of certain increases in compensation granted to employees of the Government Printing Office, and for other purposes," was introduced by Rep. Richard E. Lankford (D., Md.) on 12 January 1961, and referred to the Committee on House Administration. In its present format, this proposed bill would amend the Act entitled "An Act to regulate and fix rates of pay for employees and officers of the Government Printing Office," approved 7 June 1924 (43 Stat. 658; Public, Numbered 276, Sixty-eighth Congress; 44 U.S.C. 40), by adding at the end thereof a new section which would include authority to grant retroactive wages, salaries, and compensation, in accordance with the standards set forth therein. 44 U.S.C. 40 is entitled "Employment by Public Printer of employees; pay." H.R. 919, introduced on 3 January 1961 by Rep. Joel T. Broyhill (R., Va.), is similar to H.R. 2541 and has since been referred from the Committee on Post Office and Civil Service to the Committee on House Administration as a matter for determination by that Committee. H.R. 4451 was introduced by Rep. Charles McC. Mathias, Jr. (R., Md.) on 16 February 1961 and referred to the Committee on House Administration. This bill is identical in substance to H.R. 919 and H.R. 2541. We are advised further that S. 737, also identical in substance to the three House bills, has been transmitted to the Committee on Senate Rules and Administration for

consideration. (If additional copies of these proposed bills are desired by your office, they are available.)

3. As is indicated by the preceding paragraph, the proposed legislation would allow the Public Printer to increase wages, salaries, and compensation of employees of the Government Printing Office, effective on the date on which an appeal was filed originally with the Congressional Joint Committee on Printing, and is a matter primarily related to the internal administration of the Government Printing Office. You have advised us that, in addition to the 150-odd Government-Printing-Office-type personnel employed by this Agency, there is another 150 or so persons of the type who are employed by the Department of the Treasury in the Bureau of Printing and Engraving and the Department of the Treasury intends no action with regard to the pending legislation for the authorization of retroactive pay increases although they too follow the current wage standards of the Government Printing Office.

4. As you suggested in the conversation of 10 May, the matter is returned for your consideration. It is requested that we be advised as to the appropriate rationale to be utilized in dealing with the Senate and House Administration Committees in the event further action on the proposed legislation is scheduled by the Committees.

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Legislative Counsel